



DEPARTMENT OF PERSONNEL

209 E. Musser Street, Room 101
Carson City, Nevada 89701-4204
(775) 684-0150

MEMO PERD #24/99

June 21, 1999

TO: All State Agencies
Attn: Designee for Compensation Schedule Distribution

FROM: Jeanne Greene, Acting Director
Department of Personnel

SUBJECT: Compensation Schedules for Classified and Unclassified Employees

The compensation schedules for classified employees, excluding classified medical employees, have been revised effective July 1, 1999, to reflect an hourly rate rounded to two digits. This hourly rate has been used to compute the biweekly, monthly, semi-monthly and annual salaries noted on the compensation schedules.

The unclassified compensation schedules have been revised to reflect changes authorized by the 1999 Legislature in S.B. 554, effective July 1, 1999. This bill identifies new classes authorized by the Legislature, changes in class titles and adjustments in pay for certain classes.

The compensation schedules for classified and unclassified employees on employee/employer-paid retirement have also been revised to reflect a change in the informational note concerning retirement contributions for employees. This rate will change from 10% to 9.75% effective the first reporting period for retirement in July 1999.

The following schedules are enclosed for distribution as appropriate to your agency:

- Classified Employees on Employee/Employer-Paid Retirement - effective JULY 1999.
- Classified Employees on Employer-Paid Retirement-effective July 1, 1999.
- Classified Employees on Police/Fire Employer-Paid Retirement-effective July 1, 1999
- Classified Teaching Parents on Employee/Employer-Paid Retirement-effective JULY 1999.
- Classified Teaching Parents on Employer-Paid Retirement-effective July 1, 1999.
- 24-Hour Shift Firefighters on Employee/Employer-Paid Retirement-effective JULY 1999.
- 24-Hour Shift Firefighters on Employer-Paid Retirement-effective July 1, 1999.

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- Classified Medical Employees on Employee/Employer-Paid Retirement-effective JULY 1999.
- Classified Medical Employees on Employer-Paid Retirement-effective July 1, 1999
- Unclassified Employees on Employee/Employer-Paid Retirement-effective JULY 1999.
- Unclassified Employees on Employer-Paid Retirement-effective July 1, 1999.

Please call Phil Hauck at 684-0130 if you have any questions regarding the changes to these schedules. If you need additional compensation schedules, please call Rita Jacques at 684-0119.

JG:cp

PAY POLICY 01
CLASSIFIED ON EMPLOYEE/EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE DATE: ** JULY 1999

HOURLY RATE	<----- GRADE AND STEP ----->										<----- APPROXIMATE SALARY ----->			
											BI- WEEKLY	MONTHLY	SEMI- MONTHLY	ANNUAL
6.65	10-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	532.00	1,157.10	578.55	13,885.20
6.77	10-02	.....	.....	.....	.....	.....	.....	.....	.....	.....	541.60	1,177.98	588.99	14,135.76
6.88	10-03	11-01	.....	.....	.....	.....	.....	.....	.....	.....	550.40	1,197.12	598.56	14,365.44
7.00	10-04	11-02	.....	.....	.....	.....	.....	.....	.....	.....	560.00	1,218.00	609.00	14,616.00
7.11	10-05	11-03	12-01	.....	.....	.....	.....	.....	.....	.....	568.80	1,237.14	618.57	14,845.68
7.23	10-06	11-04	12-02	.....	.....	.....	.....	.....	.....	.....	578.40	1,258.02	629.01	15,096.24
7.35	10-07	11-05	12-03	13-01	.....	.....	.....	.....	.....	.....	588.00	1,278.90	639.45	15,346.80
7.48	10-08	11-06	12-04	13-02	.....	.....	.....	.....	.....	.....	598.40	1,301.52	650.76	15,618.24
7.60	10-09	11-07	12-05	13-03	14-01	.....	.....	.....	.....	.....	608.00	1,322.40	661.20	15,868.80
7.74	10-10	11-08	12-06	13-04	14-02	.....	.....	.....	.....	.....	619.20	1,346.76	673.38	16,161.12
7.88	10-11	11-09	12-07	13-05	14-03	15-01	.....	.....	.....	.....	630.40	1,371.12	685.56	16,453.44
8.01	10-12	11-10	12-08	13-06	14-04	15-02	.....	.....	.....	.....	640.80	1,393.74	696.87	16,724.88
8.15	10-13	11-11	12-09	13-07	14-05	15-03	16-01	.....	.....	.....	652.00	1,418.10	709.05	17,017.20
8.30	10-14	11-12	12-10	13-08	14-06	15-04	16-02	.....	.....	.....	664.00	1,444.20	722.10	17,330.40
8.45	10-15	11-13	12-11	13-09	14-07	15-05	16-03	17-01	.....	.....	676.00	1,470.30	735.15	17,643.60
8.60	.....	11-14	12-12	13-10	14-08	15-06	16-04	17-02	.....	.....	688.00	1,496.40	748.20	17,956.80
8.76	.....	11-15	12-13	13-11	14-09	15-07	16-05	17-03	18-01	.....	700.80	1,524.24	762.12	18,290.88
8.92	.....	.....	12-14	13-12	14-10	15-08	16-06	17-04	18-02	.....	713.60	1,552.08	776.04	18,624.96
9.08	19-01	.....	12-15	13-13	14-11	15-09	16-07	17-05	18-03	.....	726.40	1,579.92	789.96	18,959.04
9.25	19-02	.....	.....	13-14	14-12	15-10	16-08	17-06	18-04	.....	740.00	1,609.50	804.75	19,314.00
9.42	19-03	20-01	.....	13-15	14-13	15-11	16-09	17-07	18-05	.....	753.60	1,639.08	819.54	19,668.96
9.60	19-04	20-02	.....	.....	14-14	15-12	16-10	17-08	18-06	.....	768.00	1,670.40	835.20	20,044.80
9.79	19-05	20-03	21-01	.....	14-15	15-13	16-11	17-09	18-07	.....	783.20	1,703.46	851.73	20,441.52
9.97	19-06	20-04	21-02	.....	.....	15-14	16-12	17-10	18-08	.....	797.60	1,734.78	867.39	20,817.36
10.16	19-07	20-05	21-03	22-01	.....	15-15	16-13	17-11	18-09	.....	812.80	1,767.84	883.92	21,214.08
10.36	19-08	20-06	21-04	22-02	.....	.....	16-14	17-12	18-10	.....	828.80	1,802.64	901.32	21,631.68
10.56	19-09	20-07	21-05	22-03	23-01	.....	16-15	17-13	18-11	.....	844.80	1,837.44	918.72	22,049.28
10.77	19-10	20-08	21-06	22-04	23-02	.....	.....	17-14	18-12	.....	861.60	1,873.98	936.99	22,487.76
10.99	19-11	20-09	21-07	22-05	23-03	24-01	.....	17-15	18-13	.....	879.20	1,912.26	956.13	22,947.12
11.21	19-12	20-10	21-08	22-06	23-04	24-02	.....	.....	18-14	.....	896.80	1,950.54	975.27	23,406.48
11.42	19-13	20-11	21-09	22-07	23-05	24-03	25-01	.....	18-15	.....	913.60	1,987.08	993.54	23,844.96
11.65	19-14	20-12	21-10	22-08	23-06	24-04	25-02	.....	.....	.....	932.00	2,027.10	1,013.55	24,325.20
11.88	19-15	20-13	21-11	22-09	23-07	24-05	25-03	26-01	.....	.....	950.40	2,067.12	1,033.56	24,805.44
12.12	.....	20-14	21-12	22-10	23-08	24-06	25-04	26-02	.....	.....	969.60	2,108.88	1,054.44	25,306.56
12.36	.....	20-15	21-13	22-11	23-09	24-07	25-05	26-03	27-01	.....	988.80	2,150.64	1,075.32	25,807.68
12.61	.....	.....	21-14	22-12	23-10	24-08	25-06	26-04	27-02	.....	1,008.80	2,194.14	1,097.07	26,329.68
12.87	28-01	.....	21-15	22-13	23-11	24-09	25-07	26-05	27-03	.....	1,029.60	2,239.38	1,119.69	26,872.56
13.14	28-02	.....	.....	22-14	23-12	24-10	25-08	26-06	27-04	.....	1,051.20	2,286.36	1,143.18	27,436.32
13.41	28-03	29-01	.....	22-15	23-13	24-11	25-09	26-07	27-05	.....	1,072.80	2,333.34	1,166.67	28,000.08
13.69	28-04	29-02	.....	.....	23-14	24-12	25-10	26-08	27-06	.....	1,095.20	2,382.06	1,191.03	28,584.72
13.97	28-05	29-03	30-01	.....	23-15	24-13	25-11	26-09	27-07	.....	1,117.60	2,430.78	1,215.39	29,169.36
14.27	28-06	29-04	30-02	.....	.....	24-14	25-12	26-10	27-08	.....	1,141.60	2,482.98	1,241.49	29,795.76
14.57	28-07	29-05	30-03	31-01	.....	24-15	25-13	26-11	27-09	.....	1,165.60	2,535.18	1,267.59	30,422.16
14.88	28-08	29-06	30-04	31-02	.....	.....	25-14	26-12	27-10	.....	1,190.40	2,589.12	1,294.56	31,069.44
15.18	28-09	29-07	30-05	31-03	32-01	.....	25-15	26-13	27-11	.....	1,214.40	2,641.32	1,320.66	31,695.84
15.50	28-10	29-08	30-06	31-04	32-02	.....	.....	26-14	27-12	.....	1,240.00	2,697.00	1,348.50	32,364.00
15.84	28-11	29-09	30-07	31-05	32-03	33-01	.....	26-15	27-13	.....	1,267.20	2,756.16	1,378.08	33,073.92
16.18	28-12	29-10	30-08	31-06	32-04	33-02	.....	.....	27-14	.....	1,294.40	2,815.32	1,407.66	33,783.84
16.52	28-13	29-11	30-09	31-07	32-05	33-03	34-01	.....	27-15	.....	1,321.60	2,874.48	1,437.24	34,493.76
16.88	28-14	29-12	30-10	31-08	32-06	33-04	34-02	.....	.....	.....	1,350.40	2,937.12	1,468.56	35,245.44
17.24	28-15	29-13	30-11	31-09	32-07	33-05	34-03	35-01	.....	.....	1,379.20	2,999.76	1,499.88	35,997.12
17.62	.....	29-14	30-12	31-10	32-08	33-06	34-04	35-02	.....	.....	1,409.60	3,065.88	1,532.94	36,790.56
18.00	.....	29-15	30-13	31-11	32-09	33-07	34-05	35-03	36-01	.....	1,440.00	3,132.00	1,566.00	37,584.00
18.39	.....	.....	30-14	31-12	32-10	33-08	34-06	35-04	36-02	.....	1,471.20	3,199.86	1,599.93	38,398.32
18.79	37-01	.....	30-15	31-13	32-11	33-09	34-07	35-05	36-03	.....	1,503.20	3,269.46	1,634.73	39,233.52

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER-PAID RETIREMENT IS 9.75%
MEMBERS OF THE POLICE/FIRE FUND CONTRIBUTE 14.75%.

** EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 1999.

PAY POLICY 02
CLASSIFIED ON EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE DATE: 07/01/1999

HOURLY RATE	GRADE AND STEP										APPROXIMATE SALARY			
											BI- WEEKLY	MONTHLY	SEMI- MONTHLY	ANNUAL
5.08	10-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	486.40	1,057.92	528.96	12,695.04
6.19	10-02	.....	.....	.....	.....	.....	.....	.....	.....	.....	495.20	1,077.06	538.53	12,924.72
6.29	10-03	11-01	.....	.....	.....	.....	.....	.....	.....	.....	503.20	1,094.46	547.23	13,133.52
6.40	10-04	11-02	.....	.....	.....	.....	.....	.....	.....	.....	512.00	1,113.60	556.80	13,363.20
6.50	10-05	11-03	12-01	.....	.....	.....	.....	.....	.....	.....	520.00	1,131.00	565.50	13,572.00
6.61	10-06	11-04	12-02	.....	.....	.....	.....	.....	.....	.....	528.80	1,150.14	575.07	13,801.68
6.72	10-07	11-05	12-03	13-01	.....	.....	.....	.....	.....	.....	537.60	1,169.28	584.64	14,031.36
6.84	10-08	11-06	12-04	13-02	.....	.....	.....	.....	.....	.....	547.20	1,190.16	595.08	14,281.92
6.95	10-09	11-07	12-05	13-03	14-01	.....	.....	.....	.....	.....	556.00	1,209.30	604.65	14,511.60
7.08	10-10	11-08	12-06	13-04	14-02	.....	.....	.....	.....	.....	566.40	1,231.92	615.96	14,783.04
7.20	10-11	11-09	12-07	13-05	14-03	15-01	.....	.....	.....	.....	576.00	1,252.80	626.40	15,033.60
7.33	10-12	11-10	12-08	13-06	14-04	15-02	.....	.....	.....	.....	586.40	1,275.42	637.71	15,305.04
7.45	10-13	11-11	12-09	13-07	14-05	15-03	16-01	.....	.....	.....	596.00	1,296.30	648.15	15,555.60
7.59	10-14	11-12	12-10	13-08	14-06	15-04	16-02	.....	.....	.....	607.20	1,320.66	660.33	15,847.92
7.73	10-15	11-13	12-11	13-09	14-07	15-05	16-03	17-01	.....	.....	618.40	1,345.02	672.51	16,140.24
7.86	.....	11-14	12-12	13-10	14-08	15-06	16-04	17-02	.....	.....	628.80	1,367.64	683.82	16,411.68
8.01	.....	11-15	12-13	13-11	14-09	15-07	16-05	17-03	18-01	.....	640.80	1,393.74	696.87	16,724.88
8.16	.....	.....	12-14	13-12	14-10	15-08	16-06	17-04	18-02	.....	652.80	1,419.84	709.92	17,038.88
8.30	19-01	.....	12-15	13-13	14-11	15-09	16-07	17-05	18-03	.....	664.00	1,444.20	722.10	17,330.40
8.46	19-02	.....	.....	13-14	14-12	15-10	16-08	17-06	18-04	.....	676.80	1,472.04	736.02	17,664.48
8.61	19-03	20-01	.....	13-15	14-13	15-11	16-09	17-07	18-05	.....	688.80	1,498.14	749.07	17,977.68
8.78	19-04	20-02	.....	.....	14-14	15-12	16-10	17-08	18-06	.....	702.40	1,527.72	763.86	18,332.64
8.95	19-05	20-03	21-01	.....	14-15	15-13	16-11	17-09	18-07	.....	716.00	1,557.30	778.65	18,687.60
9.12	19-06	20-04	21-02	.....	.....	15-14	16-12	17-10	18-08	.....	729.60	1,586.88	793.44	19,042.56
9.29	19-07	20-05	21-03	22-01	.....	15-15	16-13	17-11	18-09	.....	743.20	1,616.46	808.23	19,397.52
9.47	19-08	20-06	21-04	22-02	.....	.....	16-14	17-12	18-10	.....	757.60	1,647.78	823.89	19,773.36
9.66	19-09	20-07	21-05	22-03	23-01	.....	16-15	17-13	18-11	.....	772.80	1,680.84	840.42	20,170.08
9.85	19-10	20-08	21-06	22-04	23-02	.....	.....	17-14	18-12	.....	788.00	1,713.90	856.95	20,566.80
10.05	19-11	20-09	21-07	22-05	23-03	24-01	.....	17-15	18-13	.....	804.00	1,748.70	874.35	20,984.40
10.25	19-12	20-10	21-08	22-06	23-04	24-02	.....	.....	18-14	.....	820.00	1,783.50	891.75	21,402.00
10.44	19-13	20-11	21-09	22-07	23-05	24-03	25-01	.....	18-15	.....	835.20	1,816.56	908.28	21,798.72
10.65	19-14	20-12	21-10	22-08	23-06	24-04	25-02	.....	.....	.....	852.00	1,853.10	926.55	22,237.20
10.86	19-15	20-13	21-11	22-09	23-07	24-05	25-03	26-01	.....	.....	868.80	1,889.64	944.82	22,675.68
11.08	.....	20-14	21-12	22-10	23-08	24-06	25-04	26-02	.....	.....	886.40	1,927.92	963.96	23,135.04
11.30	.....	20-15	21-13	22-11	23-09	24-07	25-05	26-03	27-01	.....	904.00	1,966.20	983.10	23,594.40
11.53	.....	.....	21-14	22-12	23-10	24-08	25-06	26-04	27-02	.....	922.40	2,006.22	1,003.11	24,074.64
11.77	28-01	.....	21-15	22-13	23-11	24-09	25-07	26-05	27-03	.....	941.60	2,047.98	1,023.99	24,575.76
12.01	28-02	.....	.....	22-14	23-12	24-10	25-08	26-06	27-04	.....	960.80	2,089.74	1,044.87	25,076.88
12.26	28-03	29-01	.....	22-15	23-13	24-11	25-09	26-07	27-05	.....	980.80	2,133.24	1,066.62	25,598.88
12.52	28-04	29-02	.....	.....	23-14	24-12	25-10	26-08	27-06	.....	1,001.60	2,178.48	1,089.24	26,141.76
12.78	28-05	29-03	30-01	.....	23-15	24-13	25-11	26-09	27-07	.....	1,022.40	2,223.72	1,111.86	26,684.64
13.05	28-06	29-04	30-02	.....	.....	24-14	25-12	26-10	27-08	.....	1,044.00	2,270.70	1,135.35	27,248.40
13.32	28-07	29-05	30-03	31-01	.....	24-15	25-13	26-11	27-09	.....	1,065.60	2,317.68	1,158.84	27,812.16
13.60	28-08	29-06	30-04	31-02	.....	.....	25-14	26-12	27-10	.....	1,088.00	2,366.40	1,183.20	28,396.80
13.88	28-09	29-07	30-05	31-03	32-01	.....	25-15	26-13	27-11	.....	1,110.40	2,415.12	1,207.56	28,981.44
14.18	28-10	29-08	30-06	31-04	32-02	.....	.....	26-14	27-12	.....	1,134.40	2,467.32	1,233.66	29,607.84
14.48	28-11	29-09	30-07	31-05	32-03	33-01	.....	26-15	27-13	.....	1,158.40	2,519.52	1,259.76	30,234.24
14.79	28-12	29-10	30-08	31-06	32-04	33-02	.....	.....	27-14	.....	1,183.20	2,573.46	1,286.73	30,881.52
15.11	28-13	29-11	30-09	31-07	32-05	33-03	34-01	.....	27-15	.....	1,208.80	2,629.14	1,314.57	31,549.68
15.43	28-14	29-12	30-10	31-08	32-06	33-04	34-02	.....	.....	.....	1,234.40	2,684.82	1,342.41	32,217.84
15.76	28-15	29-13	30-11	31-09	32-07	33-05	34-03	35-01	.....	.....	1,260.80	2,742.24	1,371.12	32,906.88
16.11	.....	29-14	30-12	31-10	32-08	33-06	34-04	35-02	.....	.....	1,288.80	2,803.14	1,401.57	33,637.68
16.46	.....	29-15	30-13	31-11	32-09	33-07	34-05	35-03	36-01	.....	1,316.80	2,864.04	1,432.02	34,368.48
16.81	.....	.....	30-14	31-12	32-10	33-08	34-06	35-04	36-02	.....	1,344.80	2,924.94	1,462.47	35,099.28
17.18	37-01	.....	30-15	31-13	32-11	33-09	34-07	35-05	36-03	.....	1,374.40	2,989.32	1,494.66	35,871.84

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER-PAID RETIREMENT IS 18.75%.

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER-PAID COMPENSATION SCHEDULE BY MULTIPLYING THE HOURLY RATE BY THE FACTOR OF .9143.

**UNCLASSIFIED EMPLOYEES
ON EMPLOYEE/EMPLOYER
PAID RETIREMENT
COMPENSATION SCHEDULE**

**EFFECTIVE:
JULY, 1999

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
1.	<u>CONSUMER HEALTH ASSISTANCE/OFFICE OF THE GOVERNOR</u>					
U4921	CHIEF OMBUDSMAN-CONSUMR HEALTH	A	E	92,914	3,559.92	44.4990
U4922	OMBUDSMAN-CONSUMR HEALTH (EA)	B	E	63,539	2,434.44	30.4306
2.	<u>OFFICE OF THE LIEUTENANT GOVERNOR</u>					
U4915	CHIEF OF STAFF	A	E	47,380	1,815.33	22.6916
U2706	ASST TO LIEUTENANT GOV (EA)	F	E	42,230	1,618.01	20.2251
U2708	EXEC SECRETARY	F	E	30,913	1,184.41	14.8051
U2711	ADMINISTRATIVE SECRETARY (EA)	F	E	28,578	1,094.94	13.6868
3.	<u>OFFICE OF THE SECRETARY OF STATE</u>					
U3701	CHIEF DEPUTY	A	E	63,702	2,440.69	30.5086
U3608	COORDINATOR, CORPORATE FILING	F	E	48,410	1,854.79	23.1849
U3610	DEP SECRETARY STATE-SECURITIES	A	E	63,702	2,440.69	30.5086
U3611	DEP SECRETARY STATE-ELECTIONS	A	E	46,350	1,775.86	22.1983
4.	<u>OFFICE OF THE STATE TREASURER</u>					
U4107	CHIEF DEPUTY STATE TREASURER	A	E	74,509	2,854.75	35.6844
U4002	DEP STATE TREASURER-OPERATIONS	A	E	65,920	2,525.67	31.5709
U4009	DEP STATE TREASURER-INVESTMENTS	A	E	65,920	2,525.67	31.5709
U4000	DEP STATE TREASURER-CASH MGT	A	E	65,920	2,525.67	31.5709
U4011	ADMINISTRATIVE ASSISTANT	F	E	41,611	1,594.29	19.9286
5.	<u>OFFICE OF CONTROLLER</u>					
U4003	CHIEF DEPUTY CONTROLLER	A	E	74,509	2,854.75	35.6844
U3700	ASST CONTROLLER	A	N	56,650	2,170.50	27.1312
6.	<u>OFFICE OF THE ATTY GENERAL</u>					
(A)	<u>ATTY GENERAL'S OFFICE</u>					
U0927	ASST ATTORNEY GENERAL	B	E	93,510	3,582.76	44.7845
U0924	AG COUNSEL FOR PROSECUTG ATTYS	B	E	67,095	2,570.69	32.1336
U0926	SOLICITOR GENERAL	B	E	88,653	3,396.66	42.4583
U0932	OMBUDSMAN, DOMESTIC VIOLENCE	B	N	42,793	1,639.58	20.4947
U0925	ASST SOLICITOR GENERAL	B	E	77,051	2,952.14	36.9018
U0928	CHIEF DEPUTY ATTY GEN (LV)	B	E	88,653	3,396.66	42.4583
U0920	CHIEF DEPUTY ATTY GEN (EA)	A	E	84,596	3,241.22	40.5153
U0930	CHILDREN'S ADVOCATE	A	E	77,051	2,952.14	36.9018
U0934	SR DEPUTY ATTY GENERAL (EA)	B	E	77,051	2,952.14	36.9018
U0963	DEP ATTY GENERAL (EA)	B	E	67,095	2,570.69	32.1336
U0921	CHIEF, MEDICAID FRAUD UNIT	A	E	80,728	3,093.02	38.6628
U0903	CHIEF INVESTIGATOR	A	E	52,423	2,008.54	25.1068
U0907	SR INVESTIGATOR (EA)	B	N	46,775	1,792.14	22.4018
U0900	INVESTIGATOR (EA)	B	N	44,370	1,700.00	21.2500
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THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER PAID RETIREMENT IS 9.75%. MEMBERS OF THE POLICE/FIRE FUND CONTRIBUTE 14.75%.						

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UNCLASSIFIED EMPLOYEES
ON EMPLOYEE/EMPLOYER
PAID RETIREMENT
COMPENSATION SCHEDULE

**EFFECTIVE:
JULY, 1999

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
7.	<u>DEPARTMENT OF ADMINISTRATION (CON'T)</u>					
U4212	CHIEF ASSISTANT, BUDGET ADMIN	B	N	59,440	2,277.39	28.4674
U4530	SR APPEALS OFFICER	A	E	84,596	3,241.23	40.5153
U4508	APPEALS OFFICER, HEARINGS (EA)	B	E	77,051	2,952.14	36.9018
U4512	HEARING OFFICER (EA)	B	N	51,121	1,958.66	24.4832
U4214	CHIEF ASSISTANT, PLANNING	B	E	61,460	2,354.79	29.4349
U3203	DIRECTOR, CLEAR CREEK	A	E	41,440	1,587.74	19.8467
U3814	ADMINR, MOTOR POOL	A	E	54,523	2,089.00	26.1125
U4703	MANAGER, STATE PUBLIC WORKS BD	A	E	87,550	3,354.41	41.9301
U4714	DEP MANAGER PUBLIC WORKS BD	A	E	71,070	2,722.99	34.0374
U4504	DEP MANAGER PUBLIC WORKS BD	A	E	74,915	2,870.30	35.8788
8.	<u>DEPARTMENT OF BUSINESS & INDUSTRY</u>					
U4100	DIRECTOR, BUSINESS & INDUSTRY	A	E	92,914	3,559.92	44.4990
U4104	DEP DIRECTOR	A	E	52,769	2,021.80	25.2725
U4311	COMMISSIONER, FINANCIAL INSTIT	A	E	69,620	2,667.43	33.3429
U4210	DEP COMM, FINANCL INSTIT (EA)	A	E	58,784	2,252.26	28.1533
U3913	OMBUDSMAN/REAL ESTATE	B	N	44,700	1,712.64	21.4080
U4211	CPA, FINANCIAL INSTITUTIONS	B	E	51,014	1,954.56	24.4320
U3915	ADMINR, MFG HOUSING	A	E	55,922	2,142.61	26.7826
U4306	ADMINR, REAL ESTATE	A	E	56,828	2,177.32	27.2165
U3914	DEP ADMINR, REAL ESTATE	A	E	46,974	1,799.77	22.4971
U4219	ADMINR, UNCLAIMED PROPERTY	A	E	52,266	2,002.53	25.0316
U4111	CHIEF, CONSUMER SERVICES	A	E	79,080	3,029.89	37.8736
U4213	COMMISSIONER, CONSUMER AFFAIRS	A	E	58,354	2,235.79	27.9473
U3809	ADMINR, HOUSING	A	E	66,305	2,540.42	31.7553
U3710	DEP ADMINR, HOUSING	A	E	55,575	2,129.31	26.6164
U3512	CHIEF ASSISTANT, HOUSING	A	N	42,615	1,632.76	20.4095
U3513	CHIEF ACCOUNTANT, HOUSING	B	E	58,695	2,248.85	28.1106
U4303	COMMISSIONER, INSURANCE	A	E	80,343	3,078.27	38.4784
U4315	DEP COMMISSIONER, INSUR (EA)	A	E	56,780	2,175.48	27.1935
U4317	LEAD ACTUARY, INSURANCE	B	E	95,000	3,639.85	45.4981
U4316	ADMINR, OFC-HOSPITAL PATIENTS	A	E	40,575	1,554.60	19.4325
U4103	TAXICAB ADMINISTRATOR	A	E	61,038	2,338.62	29.2328
U4711	CHAIRMAN, TRANSP SVCS AUTH	A	E	86,084	3,298.24	41.2280
U4532	CHIEF TRANSPORTATION INSPECTOR	B	E	58,331	2,234.90	27.9363
U4513	COMMISSIONER-TSA (EA)	A	E	80,718	3,092.64	38.6580
U4419	FINANCIAL ANALYST	B	E	61,544	2,358.01	29.4751
U4314	MANAGER, TRANSPORTATION	A	E	64,927	2,487.62	31.0953
U4309	DEP COMMISSIONER	A	E	66,681	2,554.82	31.9353
U3816	ADMINISTRATIVE ATTORNEY	A	E	45,894	1,758.39	21.9799
U4516	ADMINR, INDUSTRIAL RELATIONS	A	E	75,858	2,906.44	36.3305
U4405	ASST ADMINR, INDUSTRIAL	A	E	67,057	2,569.23	32.1154
U4517	ATTORNEY, INDUS RELATIONS (EA)	B	E	67,095	2,570.69	32.1336
U4518	SR ATTY INDUSTRIAL RELATIONS	B	E	77,051	2,952.14	36.9018
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JULY, 1999

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
11.	<u>DEPARTMENT OF CONSERVATION & NATURAL RESOURCES (CONT)</u>					
U4208	ADMINR, WATER PLANNING	A	E	67,121	2,571.69	32.1461
U4304	ADMINR, WILDLIFE	A	E	73,290	2,808.05	35.1006
12.	<u>COMMISSION ON ECONOMIC DEVELOPMENT</u>					
U4808	EXEC DIRECTOR	A	E	82,068	3,144.37	39.3046
U4809	DEP DIRECTOR	A	E	65,312	2,502.38	31.2797
U4229	SR ASSOC, INDUS DEVLPMT (EA)	B	N	55,150	2,113.02	26.4128
U4231	ASSOC, INDUS DEVELOP (EA)	B	N	48,507	1,858.50	23.2313
U4816	GRANT PROJECT ANALYST (EA)	B	N	42,115	1,613.60	20.1700
U4519	DIRECTOR, FILM	A	E	62,202	2,383.22	29.7902
U4811	SR ASSOCIATE, FILM	B	E	55,150	2,113.02	26.4128
U4812	ASSOC, FILM (EA)	B	E	48,507	1,858.50	23.2313
U4817	PROGRAM SPECIALIST (EA)	B	N	42,702	1,636.09	20.4511
13.	<u>DEPARTMENT OF EDUCATION</u>					
U4802	SUPT OF PUBLIC INSTRUCTION	A	E	92,914	3,559.92	44.4990
U4506	DEP SUPT INSTRUCT/RSRCH/EVAL	A	E	74,489	2,853.98	35.6748
U4302	DEP SUPT ADMIN/FISCAL SVCS	A	E	70,942	2,718.09	33.9761
14.	<u>DEPARTMENT OF EMPLOYMENT, TRAINING & REHABILITATION</u>					
U4500	DIRECTOR, DETR	A	E	92,914	3,559.92	44.4990
U4511	ADMINR, REHABILITATION	A	E	71,164	2,726.59	34.0824
U4544	CHIEF AUDITOR	B	E	67,095	2,570.69	32.1336
U4545	CHIEF, SERVICES TO THE BLIND	A	E	61,291	2,348.31	29.3539
U4547	CHIEF, VOCATIONAL REHAB	A	E	61,291	2,348.31	29.3539
U4600	ADMINR, EMPLOYMENT SECURITY	A	E	76,501	2,931.07	36.6384
U4102	DIRECTOR, ST JOB TRAINING OFC	A	E	57,391	2,198.89	27.4861
U3803	EXEC DIR, EQUAL RIGHTS COMM	A	E	61,167	2,343.56	29.2945
15.	<u>GAMING CONTROL BOARD</u>					
U4801	CHAIRMAN, GAMING CONTROL BOARD	A	E	103,810	3,977.39	49.7174
U4503	MEMBER, GAMING CONTROL BD (EA)	A	E	96,526	3,698.31	46.2289
U1008	CHIEF, INVESTIGATION	A	E	70,373	2,696.28	33.7035
U1014	CHIEF, ENFORCEMENT	A	E	70,373	2,696.28	33.7035
U1019	CHIEF, AUDIT	A	E	70,373	2,696.28	33.7035
U1041	CHIEF, CORPORATE SECURITIES	A	E	70,373	2,696.28	33.7035
U1005	CHIEF, TAX AND LICENSE	A	E	70,373	2,696.28	33.7035
U1007	CHIEF, ADMINISTRATION	A	E	70,373	2,696.28	33.7035
U1024	CHIEF DEPUTY, ADMINISTRATION	A	E	63,917	2,448.93	30.6116
U4507	EXEC SECRETARY, GAMING COMM	A	E	63,917	2,448.93	30.6116
U1061	MANAGER, ELECTRONICS LAB	A	E	70,373	2,696.28	33.7035
U1062	CHIEF, ELECTRONICS SERVICES	A	E	82,000	3,141.76	39.2720
U1030	ELECTRONICS ENGINEER (EA)	B	E	67,766	2,596.40	32.4550
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16.	<u>DEPT OF HUMAN RESOURCES (CONT)</u>					
U4610	ADMINR, HEALTH CARE FINANCING	A	E	83,554	3,201.30	40.0163
U4611	DEP ADMINR HEALTH CARE FINANCG	A	E	73,567	2,818.66	35.2332
U4612	DEP ADMINR, MEDICAID	A	E	73,567	2,818.66	35.2332
U4603	ADMINR, HEALTH	A	E	76,500	2,931.03	36.6379
U4543	CHIEF, ALCOHOL & DRUG ABUSE	A	E	61,291	2,348.31	29.3539
U5301	MEDICAL PRGRM COORD, MH	A	E	142,861	5,473.60	68.4200
U5303	MEDICAL PRGRM COORD ST-WIDE MH	A	E	153,470	5,880.08	73.5010
U5300	ADMINR, MH & DEVELOPMENTAL SVC	A	E	90,640	3,472.80	43.4100
U4907	DEP ADMINR, MH & DEVELOP SVCS	A	E	76,788	2,942.07	36.7759
U4806	STATE WELFARE ADMINISTRATOR	A	E	87,550	3,354.41	41.9301
U4108	ADMINR, CHILD & FAM SERVICES	A	E	78,280	2,999.23	37.4904
U4117	DEP ADMINR, DCFS (EA)	A	E	69,771	2,673.22	33.4152
U4218	ADMINR, AGING SERVICES	A	E	61,416	2,353.10	29.4138
U4114	DEP ADMINR, AGING SVCS-LV	A	E	55,650	2,132.18	26.6523
U4115	DEP ADMINR, AGING SVCS-CC	A	E	55,650	2,132.18	26.6523
U4118	CHIEF, ELDER RIGHTS	A	E	53,519	2,050.54	25.6317
U4106	SUPT YOUTH TRAINING CENTER	A	E	66,950	2,565.14	32.0642
U4105	SUPT CALIENTE YOUTH CENTER	A	E	64,730	2,480.08	31.0010
U3808	EXEC DIR, NV INDIAN COMM	A	E	51,121	1,958.66	24.4832
17.	<u>DEPT OF INFORMATION TECHNOLOGY</u>					
U4910	DIRECTOR, INFORMATION SERVICES	A	E	92,914	3,559.92	44.4990
U4514	CHIEF, SYSTEMS & PROGRAMMING	A	E	77,272	2,960.62	37.0077
U4200	CHIEF, FACILITY MANAGEMENT	A	E	77,272	2,960.62	37.0077
U4523	NOMADS PROJECT EXECUTIVE	A	E	125,000	4,789.27	59.8659
18.	<u>OFFICE OF THE MILITARY</u>					
U4307	ADJUTANT GENERAL	A	E	78,964	3,025.44	37.8180
19.	<u>DEPARTMENT OF MOTOR VEHICLES & PUBLIC SAFETY</u>					
U4602	DIRECTOR, DMV & PS	A	E	92,914	3,559.92	44.4990
U4110	DEP DIRECTOR, MOTOR VEHICLES	A	E	88,268	3,381.91	42.2739
U4109	DEP DIRECTOR-PUBLIC SAFETY	A	E	88,268	3,381.91	42.2739
U4404*	CHIEF PAROLE & PROBATION OFCR	A	E	80,904	3,099.77	38.7471
U3910	CHAIRMAN, BOARD OF PAROLE COMM	A	E	77,822	2,981.69	37.2711
U3911	PAROLE BOARD MEMBER (EA)	A	E	61,800	2,367.82	29.5977
U3506	SECRETARY TO PAROLE BOARD	F	N	44,808	1,716.78	21.4598
U3703	CHIEF, EMERGENCY MANAGEMENT	A	E	59,670	2,286.21	28.5776
U4203	STATE FIRE MARSHAL	A	E	62,920	2,410.73	30.1341
20.	<u>DEPARTMENT OF MUSEUMS, LIBRARY & ARTS</u>					
U3900	DIRECTOR, MUSEUMS, LIB & ARTS	A	E	78,050	2,990.42	37.3803
U4220	ADMINR, MUSEUMS & HISTORY	A	E	66,334	2,541.54	31.7692
* QUALIFIES FOR POLICE/FIRE SCHEDULE.						
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24.	<u>PUBLIC UTILITIES COMMISSION (CON'T)</u>					
U3925	MANAGER, RESOURCE ANALYSIS	A	E	66,681	2,554.83	31.9353
U4520	COMMISSION SECRETARY	A	E	70,000	2,681.99	33.5249
U4515	REGULATORY ECONOMIST (EA)	B	E	66,054	2,530.81	31.6351
U3927	COMMISSION POLICY ADVISRY (EA)	A	E	67,910	2,601.92	32.5239
U3929	SR UTILITY ANALYST (EA)	B	E	55,150	2,113.03	26.4128
U4526	RESOURCE PLANNING ENGINEER	B	E	61,544	2,358.01	29.4751
U4534	ASST GENERAL COUNSEL (EA)	B	E	77,051	2,952.15	36.9018
U4524	LEGAL CASE MANAGER	E	N	43,043	1,649.16	20.6145
25.	<u>DEPARTMENT OF TAXATION</u>					
U4701	EXEC DIRECTOR	A	E	92,914	3,559.92	44.4990
U4300	DEP EXECUTIVE DIRECTOR (EA)	A	E	66,648	2,553.56	31.9195
26.	<u>COMMISSION ON TOURISM</u>					
U4807	EXEC DIRECTOR	A	E	82,068	3,144.37	39.3046
U4227	PUBLIC INFORMATION OFFICER	A	E	60,259	2,308.78	28.8597
U4113	BUSINESS MANAGER	A	E	53,461	2,048.31	25.6039
U4232	DEVELPMNT SPEC 2-TOURISM	B	E	58,470	2,240.23	28.0029
U4228	DEVELPMNT SPEC-TOURISM (EA)	B	E	54,898	2,103.37	26.2921
U4234	PROJECT ANALYST, TOURISM	B	N	42,115	1,613.60	20.1700
U4540	DEVELPMNT SPEC-NEVADA MAGAZINE	B	E	48,632	1,863.30	23.2912
U4403	EDITOR PUBLISHER, NV MAGAZINE	A	E	66,431	2,545.25	31.8156
U3205	ASSOC EDITOR	B	N	36,472	1,397.39	17.4674
U3708	MANAGING EDITOR, PUBLICATIONS	B	E	51,064	1,956.47	24.4559
U3304	MARKET/PROMO MGR, PUBLICATIONS	B	N	36,472	1,397.39	17.4674
U4810	PRODUCTION MANAGER	B	E	41,162	1,577.09	19.7136
U3210	ART DIRECTOR	A	E	43,493	1,666.40	20.8300
U4240	ADVERTISING SALES REP	B	N	27,547	1,055.44	13.1930
27.	<u>DEPARTMENT OF TRANSPORTATION</u>					
U5000	DIRECTOR, NDOT	A	E	92,914	3,559.92	44.4990
U4705	DEP DIRECTOR	A	E	87,970	3,370.50	42.1312
U4707	HEARINGS OFFICER	B	E	55,150	2,113.02	26.4128
28.	<u>SUPREME COURT</u>					
U0975	SUPVY STAFF ATTORNEY (EA)	B	E	93,510	3,582.76	44.7845
U0976	DEP SPVY STAFF ATTORNEY	A	E	80,728	3,093.02	38.6628
U0982	COUNSEL TO THE CHIEF JUSTICE	B	E	80,728	3,093.02	38.6628
U0981	CHIEF CLERK	B	E	93,510	3,582.76	44.7845
U3714	CHIEF DEPUTY CLERK	B	N	51,834	1,985.98	24.8247
U0978	COURT ADMINISTRATOR	B	N	82,000	3,141.76	39.2720
U0979	DEP COURT ADMINISTRATOR (EA)	A	N	67,500	2,586.21	32.3276
U0974	PRINCIPAL STAFF ATTORNEY	B	E	73,566	2,818.62	35.2328
U0977	STAFF ATTORNEY (EA)	B	E	67,095	2,570.69	32.1336
U0980	LAW LIBRARIAN	B	E	69,503	2,662.95	33.2869
U0987	SR LAW CLERK (EA)	E	E	43,390	1,662.46	20.7807
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ON EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: JULY 1, 1999

[illegible]

UNCLASSIFIED EMPLOYEES
ON EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: JULY 1, 1999

[illegible]

UNCLASSIFIED EMPLOYEES
ON EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: JULY 1, 1999

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33.	PUBLIC EMPLOYEES HEALTH PROGRAM					
U2800	EXEC DIRECTOR	A	E	82,287	3,152.76	39.4095
U2810	EXEC ASSISTANT	B	E	47,544	1,821.61	22.7701
U2802	QUALITY CONTROL OFFICER	B	E	61,258	2,347.05	29.3381
U2803	OPERATIONS OFFICER	B	E	68,573	2,627.32	32.8415
U2804	ACCOUNTING OFFICER	B	E	59,430	2,277.01	28.4626
U2805	INFO TECHNOLOGY SYSTEMS OFCR	B	E	62,172	2,382.07	29.7759
34.	VETERAN'S SERVICES					
U3402	DIRECTOR, VETERANS' HOME	A	E	63,981	2,451.38	30.6422
U3403	DEP ADMINR, VETERANS' HOME	A	E	52,100	1,996.17	24.9521
U3400	NV COMMISSNR, VET SERVICES	A	E	47,134	1,805.90	22.5738
U3200	NV DEP COMMISSNR, VET SERVICES	A	E	38,611	1,479.35	18.4919
35.	PEACE OFFICERS STANDARDS & TRAINING					
U3404	EXEC DIRECTOR	A	E	58,597	2,245.10	28.0637
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THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER PAID RETIREMENT IS 18.75%.						
THIS SCHEDULE WAS DEVELOPED FROM THE REGULAR EMPLOYEE/EMPLOYER PAID COMPENSATION SCHEDULE BY MULTIPLYING THE ANNUAL SALARY BY THE FACTOR OF .9143 FOR REGULAR EMPLOYEES.						

PAY POLICY 03
CLASSIFIED ON POLICE/FIRE EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE DATE: 07/01/1999

HOURLY RATE	GRADE AND STEP										APPROXIMATE SALARY			
											BI- WEEKLY	MONTHLY	SEMI- MONTHLY	ANNUAL
.80	10-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	464.00	1,009.20	504.60	12,110.40
5.90	10-02	.....	.....	.....	.....	.....	.....	.....	.....	.....	472.00	1,026.60	513.30	12,319.20
6.00	10-03	11-01	.....	.....	.....	.....	.....	.....	.....	.....	480.00	1,044.00	522.00	12,528.00
6.10	10-04	11-02	.....	.....	.....	.....	.....	.....	.....	.....	488.00	1,061.40	530.70	12,736.80
6.19	10-05	11-03	12-01	.....	.....	.....	.....	.....	.....	.....	495.20	1,077.06	538.53	12,924.72
6.30	10-06	11-04	12-02	.....	.....	.....	.....	.....	.....	.....	504.00	1,096.20	548.10	13,154.40
6.40	10-07	11-05	12-03	13-01	.....	.....	.....	.....	.....	.....	512.00	1,113.60	556.80	13,363.20
6.51	10-08	11-06	12-04	13-02	.....	.....	.....	.....	.....	.....	520.80	1,132.74	566.37	13,592.88
6.62	10-09	11-07	12-05	13-03	14-01	.....	.....	.....	.....	.....	529.60	1,151.88	575.94	13,822.56
6.74	10-10	11-08	12-06	13-04	14-02	.....	.....	.....	.....	.....	539.20	1,172.76	586.38	14,073.12
6.86	10-11	11-09	12-07	13-05	14-03	15-01	.....	.....	.....	.....	548.80	1,193.64	596.82	14,323.68
6.98	10-12	11-10	12-08	13-06	14-04	15-02	.....	.....	.....	.....	558.40	1,214.52	607.26	14,574.24
7.10	10-13	11-11	12-09	13-07	14-05	15-03	16-01	.....	.....	.....	568.00	1,235.40	617.70	14,824.80
7.23	10-14	11-12	12-10	13-08	14-06	15-04	16-02	.....	.....	.....	578.40	1,258.02	629.01	15,096.24
7.36	10-15	11-13	12-11	13-09	14-07	15-05	16-03	17-01	.....	.....	588.80	1,280.64	640.32	15,367.68
7.49	.....	11-14	12-12	13-10	14-08	15-06	16-04	17-02	.....	.....	599.20	1,303.26	651.63	15,639.12
7.63	.....	11-15	12-13	13-11	14-09	15-07	16-05	17-03	18-01	.....	610.40	1,327.62	663.81	15,931.44
7.77	.....	.....	12-14	13-12	14-10	15-08	16-06	17-04	18-02	.....	621.60	1,351.98	675.99	16,223.76
7.91	19-01	.....	12-15	13-13	14-11	15-09	16-07	17-05	18-03	.....	632.80	1,376.34	688.17	16,516.08
8.06	19-02	.....	.....	13-14	14-12	15-10	16-08	17-06	18-04	.....	644.80	1,402.44	701.22	16,829.28
8.21	19-03	20-01	.....	13-15	14-13	15-11	16-09	17-07	18-05	.....	656.80	1,428.54	714.27	17,142.48
8.36	19-04	20-02	.....	.....	14-14	15-12	16-10	17-08	18-06	.....	668.80	1,454.64	727.32	17,455.68
8.53	19-05	20-03	21-01	.....	14-15	15-13	16-11	17-09	18-07	.....	682.40	1,484.22	742.11	17,810.64
8.68	19-06	20-04	21-02	.....	.....	15-14	16-12	17-10	18-08	.....	694.40	1,510.32	755.16	18,123.84
8.85	19-07	20-05	21-03	22-01	.....	15-15	16-13	17-11	18-09	.....	708.00	1,539.90	769.95	18,478.80
9.02	19-08	20-06	21-04	22-02	.....	.....	16-14	17-12	18-10	.....	721.60	1,569.48	784.74	18,833.76
.20	19-09	20-07	21-05	22-03	23-01	.....	16-15	17-13	18-11	.....	736.00	1,600.80	800.40	19,209.60
.38	19-10	20-08	21-06	22-04	23-02	.....	.....	17-14	18-12	.....	750.40	1,632.12	816.06	19,585.44
9.57	19-11	20-09	21-07	22-05	23-03	24-01	.....	17-15	18-13	.....	765.60	1,665.18	832.59	19,982.16
9.76	19-12	20-10	21-08	22-06	23-04	24-02	.....	.....	18-14	.....	780.80	1,698.24	849.12	20,378.88
9.95	19-13	20-11	21-09	22-07	23-05	24-03	25-01	.....	18-15	.....	796.00	1,731.30	865.65	20,775.60
10.15	19-14	20-12	21-10	22-08	23-06	24-04	25-02	.....	.....	.....	812.00	1,766.10	883.05	21,193.20
10.35	19-15	20-13	21-11	22-09	23-07	24-05	25-03	26-01	.....	.....	828.00	1,800.90	900.45	21,610.80
10.56	.....	20-14	21-12	22-10	23-08	24-06	25-04	26-02	.....	.....	844.80	1,837.44	918.72	22,049.28
10.77	.....	20-15	21-13	22-11	23-09	24-07	25-05	26-03	27-01	.....	861.60	1,873.98	936.99	22,487.76
10.98	.....	.....	21-14	22-12	23-10	24-08	25-06	26-04	27-02	.....	878.40	1,910.52	955.26	22,926.24
11.21	28-01	.....	21-15	22-13	23-11	24-09	25-07	26-05	27-03	.....	896.80	1,950.54	975.27	23,406.48
11.44	28-02	.....	.....	22-14	23-12	24-10	25-08	26-06	27-04	.....	915.20	1,990.56	995.28	23,886.72
11.68	28-03	29-01	.....	22-15	23-13	24-11	25-09	26-07	27-05	.....	934.40	2,032.32	1,016.16	24,387.84
11.92	28-04	29-02	.....	.....	23-14	24-12	25-10	26-08	27-06	.....	953.60	2,074.08	1,037.04	24,888.96
12.17	28-05	29-03	30-01	.....	23-15	24-13	25-11	26-09	27-07	.....	973.60	2,117.58	1,058.79	25,410.96
12.43	28-06	29-04	30-02	.....	.....	24-14	25-12	26-10	27-08	.....	994.40	2,162.82	1,081.41	25,953.84
12.69	28-07	29-05	30-03	31-01	.....	24-15	25-13	26-11	27-09	.....	1,015.20	2,208.06	1,104.03	26,496.72
12.96	28-08	29-06	30-04	31-02	.....	.....	25-14	26-12	27-10	.....	1,036.80	2,255.04	1,127.52	27,060.48
13.22	28-09	29-07	30-05	31-03	32-01	.....	25-15	26-13	27-11	.....	1,057.60	2,300.28	1,150.14	27,603.36
13.50	28-10	29-08	30-06	31-04	32-02	.....	.....	26-14	27-12	.....	1,080.00	2,349.00	1,174.50	28,188.00
13.80	28-11	29-09	30-07	31-05	32-03	33-01	.....	26-15	27-13	.....	1,104.00	2,401.20	1,200.60	28,814.40
14.09	28-12	29-10	30-08	31-06	32-04	33-02	.....	.....	27-14	.....	1,127.20	2,451.66	1,225.83	29,419.92
14.39	28-13	29-11	30-09	31-07	32-05	33-03	34-01	.....	27-15	.....	1,151.20	2,503.86	1,251.93	30,046.32
14.70	28-14	29-12	30-10	31-08	32-06	33-04	34-02	.....	.....	.....	1,176.00	2,557.80	1,278.90	30,693.60

THE CONTRIBUTION RATE FOR MEMBERS OF THE POLICE/FIRE EMPLOYER-PAID RETIREMENT FUND IS 28.5% WHICH INCLUDES 1% FOR THE SPOUSE OPTION.

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER-PAID COMPENSATION SCHEDULE BY MULTIPLYING THE HOURLY RATE BY THE FACTOR OF .8709.

SEE THE "CLASSIFICATION AND COMPENSATION PLAN" FOR A LISTING OF CLASSES WHICH ARE ELIGIBLE FOR THE POLICE/FIRE RETIREMENT FUND.

PAY POLICY 03
CLASSIFIED ON POLICE/FIRE EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE DATE: 07/01/1999

HOURLY RATE	<----- GRADE AND STEP ----->										<----- APPROXIMATE SALARY ----->			
											BI- WEEKLY	MONTHLY	SEMI- MONTHLY	ANNUAL
.02	28-15	29-13	30-11	31-09	32-07	33-05	34-03	35-01	.....		1,201.60	2,613.48	1,306.74	31,361.76
15.35	.....	29-14	30-12	31-10	32-08	33-06	34-04	35-02	.....		1,228.00	2,670.90	1,335.45	32,050.80
15.68	.....	29-15	30-13	31-11	32-09	33-07	34-05	35-03	36-01		1,254.40	2,728.32	1,364.16	32,739.84
16.02	.....	.....	30-14	31-12	32-10	33-08	34-06	35-04	36-02		1,281.60	2,787.48	1,393.74	33,449.76
16.36	37-01	.....	30-15	31-13	32-11	33-09	34-07	35-05	36-03		1,308.80	2,846.64	1,423.32	34,159.68
16.72	37-02	.....	.....	31-14	32-12	33-10	34-08	35-06	36-04		1,337.60	2,909.28	1,454.64	34,911.36
17.09	37-03	38-01	.....	31-15	32-13	33-11	34-09	35-07	36-05		1,367.20	2,973.66	1,486.83	35,683.92
17.47	37-04	38-02	.....	.....	32-14	33-12	34-10	35-08	36-06		1,397.60	3,039.78	1,519.89	36,477.36
17.85	37-05	38-03	39-01	.....	32-15	33-13	34-11	35-09	36-07		1,428.00	3,105.90	1,552.95	37,270.80
18.25	37-06	38-04	39-02	.....	.....	33-14	34-12	35-10	36-08		1,460.00	3,175.50	1,587.75	38,106.00
18.66	37-07	38-05	39-03	40-01	.....	33-15	34-13	35-11	36-09		1,492.80	3,246.84	1,623.42	38,962.08
19.08	37-08	38-06	39-04	40-02	.....	.....	34-14	35-12	36-10		1,526.40	3,319.92	1,659.96	39,839.04
19.51	37-09	38-07	39-05	40-03	41-01	.....	34-15	35-13	36-11		1,560.80	3,394.74	1,697.37	40,736.88
19.95	37-10	38-08	39-06	40-04	41-02	.....	.....	35-14	36-12		1,596.00	3,471.30	1,735.65	41,655.60
20.40	37-11	38-09	39-07	40-05	41-03	42-01	.....	35-15	36-13		1,632.00	3,549.60	1,774.80	42,595.20
20.85	37-12	38-10	39-08	40-06	41-04	42-02	.....	.....	36-14		1,668.00	3,627.90	1,813.95	43,534.80
21.32	37-13	38-11	39-09	40-07	41-05	42-03	43-01	.....	36-15		1,705.60	3,709.68	1,854.84	44,516.16
21.80	37-14	38-12	39-10	40-08	41-06	42-04	43-02	.....	.....		1,744.00	3,793.20	1,896.60	45,518.40
22.30	37-15	38-13	39-11	40-09	41-07	42-05	43-03	44-01	.....		1,784.00	3,880.20	1,940.10	46,562.40
22.80	.....	38-14	39-12	40-10	41-08	42-06	43-04	44-02	.....		1,824.00	3,967.20	1,983.60	47,606.40
23.32	.....	38-15	39-13	40-11	41-09	42-07	43-05	44-03	45-01		1,865.60	4,057.68	2,028.84	48,692.16
23.86	.....	.....	39-14	40-12	41-10	42-08	43-06	44-04	45-02		1,908.80	4,151.64	2,075.82	49,819.68
24.41	46-01	.....	39-15	40-13	41-11	42-09	43-07	44-05	45-03		1,952.80	4,247.34	2,123.67	50,968.08
24.96	46-02	.....	.....	40-14	41-12	42-10	43-08	44-06	45-04		1,996.80	4,343.04	2,171.52	52,116.48
25.54	46-03	47-01	.....	40-15	41-13	42-11	43-09	44-07	45-05		2,043.20	4,443.96	2,221.98	53,327.52
26.13	46-04	47-02	.....	.....	41-14	42-12	43-10	44-08	45-06		2,090.40	4,546.62	2,273.31	54,559.44
26.74	46-05	47-03	48-01	.....	41-15	42-13	43-11	44-09	45-07		2,139.20	4,652.76	2,326.38	55,833.12
27.35	46-06	47-04	48-02	.....	.....	42-14	43-12	44-10	45-08		2,188.00	4,758.90	2,379.45	57,106.80
27.99	46-07	47-05	48-03	49-01	.....	42-15	43-13	44-11	45-09		2,239.20	4,870.26	2,435.13	58,443.12
28.64	46-08	47-06	48-04	49-02	.....	.....	43-14	44-12	45-10		2,291.20	4,983.36	2,491.68	59,800.32
29.31	46-09	47-07	48-05	49-03	50-01	.....	43-15	44-13	45-11		2,344.80	5,099.94	2,549.97	61,199.28
29.99	46-10	47-08	48-06	49-04	50-02	.....	.....	44-14	45-12		2,399.20	5,218.26	2,609.13	62,619.12
30.69	46-11	47-09	48-07	49-05	50-03	51-01	.....	44-15	45-13		2,455.20	5,340.06	2,670.03	64,080.72
31.41	46-12	47-10	48-08	49-06	50-04	51-02	.....	.....	45-14		2,512.80	5,465.34	2,732.67	65,584.08
32.14	46-13	47-11	48-09	49-07	50-05	51-03	52-01	.....	45-15		2,571.20	5,592.36	2,796.18	67,108.32
32.90	46-14	47-12	48-10	49-08	50-06	51-04	52-02	.....	.....		2,632.00	5,724.60	2,862.30	68,695.20
33.68	46-15	47-13	48-11	49-09	50-07	51-05	52-03	53-01	.....		2,694.40	5,860.32	2,930.16	70,323.84
34.47	.....	47-14	48-12	49-10	50-08	51-06	52-04	53-02	.....		2,757.60	5,997.78	2,998.89	71,973.36
35.29	.....	47-15	48-13	49-11	50-09	51-07	52-05	53-03	54-01		2,823.20	6,140.46	3,070.23	73,685.52
36.13	.....	.....	48-14	49-12	50-10	51-08	52-06	53-04	54-02		2,890.40	6,286.62	3,143.31	75,439.44
36.98	55-01	.....	48-15	49-13	50-11	51-09	52-07	53-05	54-03		2,958.40	6,434.52	3,217.26	77,214.24
37.86	55-02	.....	.....	49-14	50-12	51-10	52-08	53-06	54-04		3,028.80	6,587.64	3,293.82	79,051.68
38.76	55-03	.....	.....	49-15	50-13	51-11	52-09	53-07	54-05		3,100.80	6,744.24	3,372.12	80,930.88
39.67	55-04	.....	.....	.....	50-14	51-12	52-10	53-08	54-06		3,173.60	6,902.58	3,451.29	82,830.96
40.62	55-05	.....	.....	.....	50-15	51-13	52-11	53-09	54-07		3,249.60	7,067.88	3,533.94	84,814.56
41.59	55-06	.....	.....	.....	.....	51-14	52-12	53-10	54-08		3,327.20	7,236.66	3,618.33	86,839.92
42.57	55-07	.....	.....	.....	.....	51-15	52-13	53-11	54-09		3,405.60	7,407.18	3,703.59	88,886.16
43.58	55-08	.....	.....	.....	.....	.....	52-14	53-12	54-10		3,486.40	7,582.92	3,791.46	90,995.04
44.62	55-09	.....	.....	.....	.....	.....	52-15	53-13	54-11		3,569.60	7,763.88	3,881.94	93,166.56
45.69	55-10	.....	.....	.....	.....	.....	.....	53-14	54-12		3,655.20	7,950.06	3,975.03	95,400.72

THE CONTRIBUTION RATE FOR MEMBERS OF THE POLICE/FIRE EMPLOYER-PAID RETIREMENT FUND IS 28.5% WHICH INCLUDES 1% THE SPOUSE OPTION.

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER-PAID COMPENSATION SCHEDULE BY MULTIPLYING THE HOURLY RATE BY THE FACTOR OF .8709.

SEE THE "CLASSIFICATION AND COMPENSATION PLAN" FOR A LISTING OF CLASSES WHICH ARE ELIGIBLE FOR THE POLICE/FIRE RETIREMENT FUND.

PAY POLICY 03
 CLASSIFIED ON POLICE/FIRE EMPLOYER-PAID RETIREMENT
 COMPENSATION SCHEDULE

EFFECTIVE DATE: 07/01/1999

HOURLY RATE	<----- GRADE AND STEP ----->	<----- APPROXIMATE SALARY ----->			
		BI- WEEKLY	MONTHLY	SEMI- MONTHLY	ANNUAL
.78	55-11 53-15 54-13	3,742.40	8,139.72	4,069.86	97,676.64
.90	55-12 54-14	3,832.00	8,334.60	4,167.30	100,015.20
49.04	55-13 54-15	3,923.20	8,532.96	4,266.48	102,395.52
50.22	55-14	4,017.60	8,738.28	4,369.14	104,859.36
51.42	55-15	4,113.60	8,947.08	4,473.54	107,364.96

THE CONTRIBUTION RATE FOR MEMBERS OF THE POLICE/FIRE EMPLOYER-PAID RETIREMENT FUND IS 28.5% WHICH INCLUDES 1% FOR THE SPOUSE OPTION.

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER-PAID COMPENSATION SCHEDULE BY MULTIPLYING THE HOURLY RATE BY THE FACTOR OF .8709.

SEE THE "CLASSIFICATION AND COMPENSATION PLAN" FOR A LISTING OF CLASSES WHICH ARE ELIGIBLE FOR THE POLICE/FIRE RETIREMENT FUND.

CLASSIFIED MEDICAL EMPLOYEES
ON EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE:
JULY 1, 1999

<u>TITLE CODE</u>	<u>TITLE DESCRIPTION</u>	<u>APPROX. ANNUAL SALARY</u>	<u>APPROX. BIWEEKLY SALARY</u>	<u>APPROX. HOURLY RATE</u>
10.211	SENIOR PHYSICIAN (RANGE A)	95,324	3,652.26	45.6533
10.212	SENIOR PHYSICIAN (RANGE B)	103,426	3,962.68	49.5335
10.219	SENIOR PHYSICIAN (RANGE C)	107,210	4,107.66	51.3458
10.109	SENIOR PSYCHIATRIST (RANGE A)	103,426	3,962.68	49.5335
10.110	SENIOR PSYCHIATRIST (RANGE B)	107,209	4,107.62	51.3453
10.111	SENIOR PSYCHIATRIST (RANGE C)	121,870	4,669.35	58.3669
10.203	STATE HEALTH OFFICER (RANGE A)	107,209	4,107.62	51.3453
10.204	STATE HEALTH OFFICER (RANGE B)	109,221	4,184.71	52.3089
10.202	STATE HEALTH OFFICER (RANGE C)	111,238	4,261.99	53.2749
10.251	SENIOR INSTITUTIONAL DENTIST (RANGE A)	84,539	3,239.04	40.4880
10.252	SENIOR INSTITUTIONAL DENTIST (RANGE B)	95,383	3,654.52	45.6815
10.221	MEDICAL DIRECTOR (STATE LABORATORY)	107,209	4,107.62	51.3453
10.286	VETERINARY DIAGNOSTICIAN	61,921	2,372.46	29.6557
10.285	SENIOR VETERINARY DIAGNOSTICIAN	64,314	2,464.14	30.8017
10.284	VETERINARY SUPVR (ANIMAL DISEASE LAB)	66,834	2,560.69	32.0086

CLASSIFIED MEDICAL EMPLOYEES
ON EMPLOYEE/EMPLOYER
PAID RETIREMENT
COMPENSATION SCHEDULE

**EFFECTIVE
JULY, 1999

<u>TITLE CODE</u>	<u>TITLE DESCRIPTION</u>	<u>APPROX. ANNUAL SALARY</u>	<u>APPROX. BIWEEKLY SALARY</u>	<u>APPROX. HOURLY RATE</u>
10.211	SENIOR PHYSICIAN (RANGE A)	104,259	3,994.60	49.9325
10.212	SENIOR PHYSICIAN (RANGE B)	113,120	4,334.10	54.1762
10.219	SENIOR PHYSICIAN (RANGE C)	117,259	4,492.68	56.1585
10.109	SENIOR PSYCHIATRIST (RANGE A)	113,120	4,334.10	54.1762
10.110	SENIOR PSYCHIATRIST (RANGE B)	117,258	4,492.64	56.1580
10.111	SENIOR PSYCHIATRIST (RANGE C)	133,293	5,107.01	63.8376
10.203	STATE HEALTH OFFICER (RANGE A)	117,258	4,492.64	56.1580
10.204	STATE HEALTH OFFICER (RANGE B)	119,459	4,576.98	57.2122
10.202	STATE HEALTH OFFICER (RANGE C)	121,665	4,661.50	58.2687
10.251	SENIOR INSTITUTIONAL DENTIST (RANGE A)	92,463	3,542.64	44.2830
10.252	SENIOR INSTITUTIONAL DENTIST (RANGE B)	104,324	3,997.09	49.9636
10.221	MEDICAL DIRECTOR (STATE LABORATORY)	117,258	4,492.64	56.1580
10.286	VETERINARY DIAGNOSTICIAN	67,725	2,594.82	32.4353
10.285	SENIOR VETERINARY DIAGNOSTICIAN	70,342	2,695.10	33.6887
10.284	VETERINARY SUPVR (ANIMAL DISEASE LAB)	73,099	2,800.73	35.0091

THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/
EMPLOYER PAID RETIREMENT IS 9.75%.

**Effective first monthly retirement reporting period commencing on or after July 1, 1999.

PAY POLICY 04
CLASSIFIED TEACHING PARENTS
ON EMPLOYEE/EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE
(160 HOURS)

EFFECTIVE DATE: ** JULY 1999

E/EPR HOURLY RATE	GRADE AND STEP										APPROXIMATE SALARY		
											*WEEKLY	WEEKLY WITH OT	BI-WEEKLY WITH OT
6.95	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	556.00	695.00	1,390.00
7.11	45-02	.....	.....	.....	.....	.....	.....	.....	.....	.....	568.80	711.00	1,422.00
7.27	45-03	46-01	.....	.....	.....	.....	.....	.....	.....	.....	581.60	727.00	1,454.00
7.43	45-04	46-02	.....	.....	.....	.....	.....	.....	.....	.....	594.40	743.00	1,486.00
7.59	45-05	46-03	47-01	.....	.....	.....	.....	.....	.....	.....	607.20	759.00	1,518.00
7.76	45-06	46-04	47-02	.....	.....	.....	.....	.....	.....	.....	620.80	776.00	1,552.00
7.93	45-07	46-05	47-03	48-01	.....	.....	.....	.....	.....	.....	634.40	793.00	1,586.00
8.11	45-08	46-06	47-04	48-02	.....	.....	.....	.....	.....	.....	648.80	811.00	1,622.00
8.29	45-09	46-07	47-05	48-03	49-01	.....	.....	.....	.....	.....	663.20	829.00	1,658.00
8.48	45-10	46-08	47-06	48-04	49-02	.....	.....	.....	.....	.....	678.40	848.00	1,696.00
8.67	45-11	46-09	47-07	48-05	49-03	50-01	.....	.....	.....	.....	693.60	867.00	1,734.00
8.87	45-12	46-10	47-08	48-06	49-04	50-02	.....	.....	.....	.....	709.60	887.00	1,774.00
9.07	45-13	46-11	47-09	48-07	49-05	50-03	51-01	.....	.....	.....	725.60	907.00	1,814.00
9.28	45-14	46-12	47-10	48-08	49-06	50-04	51-02	.....	.....	.....	742.40	928.00	1,856.00
9.49	45-15	46-13	47-11	48-09	49-07	50-05	51-03	52-01	.....	.....	759.20	949.00	1,898.00
9.70	.....	46-14	47-12	48-10	49-08	50-06	51-04	52-02	.....	.....	776.00	970.00	1,940.00
9.93	.....	46-15	47-13	48-11	49-09	50-07	51-05	52-03	53-01	.....	794.40	993.00	1,986.00
10.16	.....	.....	47-14	48-12	49-10	50-08	51-06	52-04	53-02	.....	812.80	1,016.00	2,032.00
10.39	54-01	.....	47-15	48-13	49-11	50-09	51-07	52-05	53-03	.....	831.20	1,039.00	2,078.00
10.63	54-02	.....	.....	48-14	49-12	50-10	51-08	52-06	53-04	.....	850.40	1,063.00	2,126.00
10.88	54-03	55-01	.....	48-15	49-13	50-11	51-09	52-07	53-05	.....	870.40	1,088.00	2,176.00
11.13	54-04	55-02	.....	.....	49-14	50-12	51-10	52-08	53-06	.....	890.40	1,113.00	2,226.00
11.39	54-05	55-03	.....	.....	49-15	50-13	51-11	52-09	53-07	.....	911.20	1,139.00	2,278.00
11.65	54-06	55-04	.....	.....	.....	50-14	51-12	52-10	53-08	.....	932.00	1,165.00	2,330.00
11.92	54-07	55-05	.....	.....	.....	50-15	51-13	52-11	53-09	.....	953.60	1,192.00	2,384.00
12.20	54-08	55-06	.....	.....	.....	.....	51-14	52-12	53-10	.....	976.00	1,220.00	2,440.00
12.48	54-09	55-07	.....	.....	.....	.....	51-15	52-13	53-11	.....	998.40	1,248.00	2,496.00
12.77	54-10	55-08	.....	.....	.....	.....	.....	52-14	53-12	.....	1,021.60	1,277.00	2,554.00
13.07	54-11	55-09	.....	.....	.....	.....	.....	52-15	53-13	.....	1,045.60	1,307.00	2,614.00
13.37	54-12	55-10	.....	.....	.....	.....	.....	.....	53-14	.....	1,069.60	1,337.00	2,674.00
13.69	54-13	55-11	.....	.....	.....	.....	.....	.....	53-15	.....	1,095.20	1,369.00	2,738.00
14.01	54-14	55-12	.....	.....	.....	.....	.....	.....	.....	.....	1,120.80	1,401.00	2,802.00
14.34	54-15	55-13	.....	.....	.....	.....	.....	.....	.....	.....	1,147.20	1,434.00	2,868.00
14.67	.....	55-14	.....	.....	.....	.....	.....	.....	.....	.....	1,173.60	1,467.00	2,934.00
15.02	.....	55-15	.....	.....	.....	.....	.....	.....	.....	.....	1,201.60	1,502.00	3,004.00

TEACHING PARENTS ARE ASSIGNED FIVE 24-HOUR SHIFTS A WEEK. 8 HOURS OF EACH SHIFT IS EXCLUDED AS SLEEP TIME. THE WEEKLY SALARY IS INTENDED TO COMPENSATE THE EMPLOYEE FOR ALL OF THE BASE 80 HOURS WORKED IN THE WEEK.

THE WEEKLY SALARY ON THE SCHEDULE IS COMPUTED BY MULTIPLYING THE E/EPR HOURLY RATE BY 80 HOURS. HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID AT ONE-HALF OF THE E/EPR HOURLY RATE.

THE WEEKLY SALARY WITH OT IS BASED ON 40 HOURS OF OVERTIME IN A WEEK. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR HOURLY RATE BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE WEEKLY SALARY TO ARRIVE AT THE WEEKLY SALARY WITH OT.

IF AN EMPLOYEE WORKS MORE OR LESS THAN 80 HOURS A WEEK, THE WEEKLY SALARY WITH OT MUST BE ADJUSTED ACCORDINGLY. FOR EXAMPLE, IF AN EMPLOYEE IS ON LEAVE WITHOUT PAY FOR ONE FULL DAY, THE WEEKLY SALARY WITH OT FOR AN EMPLOYEE AT GRADE 49, STEP 1 WOULD BE \$663.20:

$$\begin{aligned}
 64 (4 \times 16) \times \$8.29 &= \$530.56 \\
 32 (64 - 32) \times \$4.145 &= \$132.64 \\
 &\underline{\$663.20}
 \end{aligned}$$

ANY HOUR OVER 80 WORKED IN A WEEKLY PERIOD IS PAID AT TIME-AND-A-HALF THE EMPLOYEE/EMPLOYER-PAID HOURLY RATE.

*THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER-PAID RETIREMENT IS 9.75%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (WEEKLY SALARY) EXCLUDING OVERTIME.

** EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 1999.

PAY POLICY 04
CLASSIFIED TEACHING PARENTS
ON EMPLOYEE/EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE
(120 HOURS)

EFFECTIVE DATE: ** JULY 1999

E/EPR REGULAR RATE	GRADE AND STEP										BASE BW SAL	BI-WEEKLY SALARY WITH OT
6.95	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	834.00	973.00
7.11	45-02	.....	.....	.....	.....	.....	.....	.....	.....	.....	853.20	995.40
7.27	45-03	46-01	.....	.....	.....	.....	.....	.....	.....	.....	872.40	1,017.80
7.43	45-04	46-02	.....	.....	.....	.....	.....	.....	.....	.....	891.60	1,040.20
7.59	45-05	46-03	47-01	.....	.....	.....	.....	.....	.....	.....	910.80	1,062.60
7.76	45-06	46-04	47-02	.....	.....	.....	.....	.....	.....	.....	931.20	1,086.40
7.93	45-07	46-05	47-03	48-01	.....	.....	.....	.....	.....	.....	951.60	1,110.20
8.11	45-08	46-06	47-04	48-02	.....	.....	.....	.....	.....	.....	973.20	1,135.40
8.29	45-09	46-07	47-05	48-03	49-01	.....	.....	.....	.....	.....	994.80	1,160.60
8.48	45-10	46-08	47-06	48-04	49-02	.....	.....	.....	.....	.....	1,017.60	1,187.20
8.67	45-11	46-09	47-07	48-05	49-03	50-01	.....	.....	.....	.....	1,040.40	1,213.80
8.87	45-12	46-10	47-08	48-06	49-04	50-02	.....	.....	.....	.....	1,064.40	1,241.80
9.07	45-13	46-11	47-09	48-07	49-05	50-03	51-01	.....	.....	.....	1,088.40	1,269.80
9.28	45-14	46-12	47-10	48-08	49-06	50-04	51-02	.....	.....	.....	1,113.60	1,299.20
9.49	45-15	46-13	47-11	48-09	49-07	50-05	51-03	52-01	.....	.....	1,138.80	1,328.60
9.70	.....	46-14	47-12	48-10	49-08	50-06	51-04	52-02	.....	.....	1,164.00	1,358.00
9.93	.....	46-15	47-13	48-11	49-09	50-07	51-05	52-03	53-01	.....	1,191.60	1,390.20
10.16	.....	.....	47-14	48-12	49-10	50-08	51-06	52-04	53-02	.....	1,219.20	1,422.40
10.39	54-01	.....	47-15	48-13	49-11	50-09	51-07	52-05	53-03	.....	1,246.80	1,454.60
10.63	54-02	.....	.....	48-14	49-12	50-10	51-08	52-06	53-04	.....	1,275.60	1,488.20
10.88	54-03	55-01	.....	48-15	49-13	50-11	51-09	52-07	53-05	.....	1,305.60	1,523.20
11.13	54-04	55-02	.....	.....	49-14	50-12	51-10	52-08	53-06	.....	1,335.60	1,558.20
11.39	54-05	55-03	.....	.....	49-15	50-13	51-11	52-09	53-07	.....	1,366.80	1,594.60
11.65	54-06	55-04	.....	.....	.....	50-14	51-12	52-10	53-08	.....	1,398.00	1,631.00
11.92	54-07	55-05	.....	.....	.....	50-15	51-13	52-11	53-09	.....	1,430.40	1,668.80
12.20	54-08	55-06	.....	.....	.....	.....	51-14	52-12	53-10	.....	1,464.00	1,708.00
12.48	54-09	55-07	.....	.....	.....	.....	51-15	52-13	53-11	.....	1,497.60	1,747.20
12.77	54-10	55-08	.....	.....	.....	.....	.....	52-14	53-12	.....	1,532.40	1,787.80
13.07	54-11	55-09	.....	.....	.....	.....	.....	52-15	53-13	.....	1,568.40	1,829.80
13.37	54-12	55-10	.....	.....	.....	.....	.....	.....	53-14	.....	1,604.40	1,871.80
13.69	54-13	55-11	.....	.....	.....	.....	.....	.....	53-15	.....	1,642.80	1,916.60
14.01	54-14	55-12	.....	.....	.....	.....	.....	.....	.....	.....	1,681.20	1,961.40
14.34	54-15	55-13	.....	.....	.....	.....	.....	.....	.....	.....	1,720.80	2,007.60
14.67	.....	55-14	.....	.....	.....	.....	.....	.....	.....	.....	1,760.40	2,053.80
15.02	.....	55-15	.....	.....	.....	.....	.....	.....	.....	.....	1,802.40	2,102.80

THE BASE BIWEEKLY SALARY ON THIS SCHEDULE WAS DEVELOPED FROM THE E/EPR COMPENSATION SCHEDULE FOR TEACHING PARENTS WORKING 160 HOURS BIWEEKLY BY MULTIPLYING THE E/EPR HOURLY RATE FROM THE SCHEDULE BY 120.

TEACHING PARENTS ON THIS SCHEDULE ARE ASSIGNED FIVE 24-HOUR SHIFTS THE FIRST WEEK OF A BIWEEKLY WORK PERIOD AND FIVE 8-HOUR SHIFTS THE SECOND WEEK OF THE WORK PERIOD. 8 HOURS OF EACH 24-HOUR SHIFT IS EXCLUDED AS SLEEP TIME. THE BASE BIWEEKLY SALARY FOR WEEK 1 AND 2 COMBINED IS INTENDED TO COMPENSATE THE EMPLOYEE FOR 120 HOURS, EXCLUDING OVERTIME.

THE E/EPR HOURLY RATE ON THIS SCHEDULE IS OBTAINED FROM THE 160 HOUR E/EPR SCHEDULE FOR TEACHING PARENTS. HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID ONE-HALF OF THE E/EPR HOURLY RATE.

THE BIWEEKLY SALARY WITH OT IS BASED ON 40 HOURS OF OVERTIME IN A BIWEEKLY PERIOD. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR HOURLY RATE BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE BASE BIWEEKLY SALARY TO ARRIVE AT THE BIWEEKLY SALARY WITH OT.

IF AN EMPLOYEE WORKS MORE OR LESS THAN 120 HOURS IN A BIWEEKLY PERIOD, THE BIWEEKLY SALARY MUST BE ADJUSTED ACCORDINGLY. FOR EXAMPLE, IF AN EMPLOYEE IS ON LEAVE WITHOUT PAY FOR ONE FULL DAY (24-HOUR SHIFT), THE BIWEEKLY SALARY FOR AN EMPLOYEE AT GRADE 49, STEP 1 WOULD BE \$994.80:

$$\begin{aligned}
 104 (4 @ 16 + 5 @ 8) \times \$8.29 &= \$862.16 \\
 32 (4 \times 8) \times \$4.145 &= \$132.64 \\
 &\underline{\$994.80}
 \end{aligned}$$

ANY HOUR WORKED OVER THE BASE HOURS OF 120 IN A BIWEEKLY WORK PERIOD WILL BE PAID AT TIME-AND-ONE-HALF THE EMPLOYEE/EMPLOYER HOURLY RATE.

THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER-PAID RETIREMENT IS 9.75%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (BASE BIWEEKLY SALARY) EXCLUDING OVERTIME.

** EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 1999.

PAY POLICY 05
CLASSIFIED TEACHING PARENTS
ON EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE
(120 HOURS)

EFFECTIVE DATE: 07/01/1999

<-HOURLY RATES->												<-APPROXIMATE SALARY->	
EPR	E/EPR REGULAR	GRADE AND STEP										BASE BI-WEEKLY	BI-WEEKLY WITH OT
6.36	6.95	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	763.20	902.20
6.50	7.11	45-02	.....	.....	.....	.....	.....	.....	.....	.....	.....	780.00	922.20
6.65	7.27	45-03	46-01	.....	.....	.....	.....	.....	.....	.....	.....	798.00	943.40
6.79	7.43	45-04	46-02	.....	.....	.....	.....	.....	.....	.....	.....	814.80	963.40
6.94	7.59	45-05	46-03	47-01	.....	.....	.....	.....	.....	.....	.....	832.80	984.60
7.10	7.76	45-06	46-04	47-02	.....	.....	.....	.....	.....	.....	.....	852.00	1,007.20
7.26	7.93	45-07	46-05	47-03	48-01	.....	.....	.....	.....	.....	.....	871.20	1,029.80
7.42	8.11	45-08	46-06	47-04	48-02	.....	.....	.....	.....	.....	.....	890.40	1,052.60
7.58	8.29	45-09	46-07	47-05	48-03	49-01	.....	.....	.....	.....	.....	909.60	1,075.40
7.75	8.48	45-10	46-08	47-06	48-04	49-02	.....	.....	.....	.....	.....	930.00	1,099.60
7.93	8.67	45-11	46-09	47-07	48-05	49-03	50-01	.....	.....	.....	.....	951.60	1,125.00
8.11	8.87	45-12	46-10	47-08	48-06	49-04	50-02	.....	.....	.....	.....	973.20	1,150.60
8.29	9.07	45-13	46-11	47-09	48-07	49-05	50-03	51-01	.....	.....	.....	994.80	1,176.20
8.48	9.28	45-14	46-12	47-10	48-08	49-06	50-04	51-02	.....	.....	.....	1,017.60	1,203.20
8.68	9.49	45-15	46-13	47-11	48-09	49-07	50-05	51-03	52-01	.....	.....	1,041.60	1,231.40
8.87	9.70	.....	46-14	47-12	48-10	49-08	50-06	51-04	52-02	.....	.....	1,064.40	1,258.40
9.08	9.93	.....	46-15	47-13	48-11	49-09	50-07	51-05	52-03	53-01	.....	1,089.60	1,288.20
9.29	10.16	.....	.....	47-14	48-12	49-10	50-08	51-06	52-04	53-02	.....	1,114.80	1,318.00
9.50	10.39	54-01	.....	47-15	48-13	49-11	50-09	51-07	52-05	53-03	.....	1,140.00	1,347.80
9.72	10.63	54-02	.....	.....	48-14	49-12	50-10	51-08	52-06	53-04	.....	1,166.40	1,379.00
9.95	10.88	54-03	55-01	.....	48-15	49-13	50-11	51-09	52-07	53-05	.....	1,194.00	1,411.60
10.18	11.13	54-04	55-02	.....	.....	49-14	50-12	51-10	52-08	53-06	.....	1,221.60	1,444.20
10.41	11.39	54-05	55-03	.....	.....	49-15	50-13	51-11	52-09	53-07	.....	1,249.20	1,477.00
10.65	11.65	54-06	55-04	.....	.....	.....	50-14	51-12	52-10	53-08	.....	1,278.00	1,511.00
10.90	11.92	54-07	55-05	.....	.....	.....	50-15	51-13	52-11	53-09	.....	1,308.00	1,546.40
11.15	12.20	54-08	55-06	.....	.....	.....	.....	51-14	52-12	53-10	.....	1,338.00	1,582.00
11.41	12.48	54-09	55-07	.....	.....	.....	.....	51-15	52-13	53-11	.....	1,369.20	1,618.80
11.68	12.77	54-10	55-08	.....	.....	.....	.....	.....	52-14	53-12	.....	1,401.60	1,657.00
11.95	13.07	54-11	55-09	.....	.....	.....	.....	.....	52-15	53-13	.....	1,434.00	1,695.40
12.23	13.37	54-12	55-10	.....	.....	.....	.....	.....	.....	53-14	.....	1,467.60	1,735.00
12.52	13.69	54-13	55-11	.....	.....	.....	.....	.....	.....	53-15	.....	1,502.40	1,776.20
12.81	14.01	54-14	55-12	.....	.....	.....	.....	.....	.....	.....	.....	1,537.20	1,817.40
13.11	14.34	54-15	55-13	.....	.....	.....	.....	.....	.....	.....	.....	1,573.20	1,860.00
13.42	14.67	.....	55-14	.....	.....	.....	.....	.....	.....	.....	.....	1,610.40	1,903.80
13.73	15.02	.....	55-15	.....	.....	.....	.....	.....	.....	.....	.....	1,647.60	1,948.00

THE BASE BIWEEKLY SALARY ON THIS SCHEDULE WAS DEVELOPED FROM EMPLOYER-PAID COMPENSATION SCHEDULE FOR TEACHING PARENTS WORKING 160 HOURS BIWEEKLY BY MULTIPLYING THE EPR HOURLY RATE BY 120.

TEACHING PARENTS ON THIS SCHEDULE ARE ASSIGNED FIVE 24-HOUR SHIFTS THE FIRST WEEK OF A BIWEEKLY WORK PERIOD AND FIVE 8-HOUR SHIFTS THE SECOND WEEK OF THE WORK PERIOD. 8 HOURS OF EACH 24-HOUR SHIFT IS EXCLUDED AS SLEEP TIME. THE BASE BIWEEKLY SALARY FOR WEEKS 1 AND 2 COMBINED IS INTENDED TO COMPENSATE THE EMPLOYEE FOR 120 HOURS, EXCLUDING OVERTIME.

HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID AT ONE-HALF OF THE E/EPR HOURLY RATE (SEE TEACHING PARENT E/EPR SCHEDULE FOR THE DEVELOPMENT OF THE WEEKLY SALARY WITH OT RATE).

THE BIWEEKLY SALARY WITH OT IS BASED ON 40 HOURS OF OVERTIME IN A BIWEEKLY PERIOD. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR BY .5. THE HALF-TIME LIABILITY RATE IS IMPLIED BY 40 AND ADDED TO THE BASE BIWEEKLY SALARY TO ARRIVE AT THE BIWEEKLY SALARY WITH OT.

ANY HOURS WORKED OVER THE BASE HOURS OF 120 IN THE BIWEEKLY WORK PERIOD WILL BE PAID TIME-AND-ONE-HALF THE EMPLOYEE/EMPLOYER HOURLY RATE.

*THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER-PAID RETIREMENT IS 18.75%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (BASE BIWEEKLY SALARY) EXCLUDING OVERTIME.

PAY POLICY 05
CLASSIFIED TEACHING PARENTS
ON EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE
(160 HOURS)

EFFECTIVE DATE: 07/01/1999

<-HOURLY RATES->												<----- APPROXIMATE SALARY ----->		
EPR	E/EPR REGULAR	GRADE AND STEP										*WEEKLY	WEEKLY WITH OT	BI-WEEKLY WITH OT
6.36	6.95	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	508.80	647.80	1,295.60
6.50	7.11	45-02	.....	.....	.....	.....	.....	.....	.....	.....	.....	520.00	662.20	1,324.40
6.65	7.27	45-03	46-01	.....	.....	.....	.....	.....	.....	.....	.....	532.00	677.40	1,354.80
6.79	7.43	45-04	46-02	.....	.....	.....	.....	.....	.....	.....	.....	543.20	691.80	1,383.60
6.94	7.59	45-05	46-03	47-01	.....	.....	.....	.....	.....	.....	.....	555.20	707.00	1,414.00
7.10	7.76	45-06	46-04	47-02	.....	.....	.....	.....	.....	.....	.....	568.00	723.20	1,446.40
7.26	7.93	45-07	46-05	47-03	48-01	.....	.....	.....	.....	.....	.....	580.80	739.40	1,478.80
7.42	8.11	45-08	46-06	47-04	48-02	.....	.....	.....	.....	.....	.....	593.60	755.80	1,511.60
7.58	8.29	45-09	46-07	47-05	48-03	49-01	.....	.....	.....	.....	.....	606.40	772.20	1,544.40
7.75	8.48	45-10	46-08	47-06	48-04	49-02	.....	.....	.....	.....	.....	620.00	789.60	1,579.20
7.93	8.67	45-11	46-09	47-07	48-05	49-03	50-01	.....	.....	.....	.....	634.40	807.80	1,615.60
8.11	8.87	45-12	46-10	47-08	48-06	49-04	50-02	.....	.....	.....	.....	648.80	826.20	1,652.40
8.29	9.07	45-13	46-11	47-09	48-07	49-05	50-03	51-01	.....	.....	.....	663.20	844.60	1,689.20
8.48	9.28	45-14	46-12	47-10	48-08	49-06	50-04	51-02	.....	.....	.....	678.40	864.00	1,728.00
8.68	9.49	45-15	46-13	47-11	48-09	49-07	50-05	51-03	52-01	.....	.....	694.40	884.20	1,768.40
8.87	9.70	.....	46-14	47-12	48-10	49-08	50-06	51-04	52-02	.....	.....	709.60	903.60	1,807.20
9.08	9.93	.....	46-15	47-13	48-11	49-09	50-07	51-05	52-03	53-01	.....	726.40	925.00	1,850.00
9.29	10.16	.....	.....	47-14	48-12	49-10	50-08	51-06	52-04	53-02	.....	743.20	946.40	1,892.80
9.50	10.39	54-01	.....	47-15	48-13	49-11	50-09	51-07	52-05	53-03	.....	760.00	967.80	1,935.60
9.72	10.63	54-02	.....	.....	48-14	49-12	50-10	51-08	52-06	53-04	.....	777.60	990.20	1,980.40
9.95	10.88	54-03	55-01	.....	48-15	49-13	50-11	51-09	52-07	53-05	.....	796.00	1,013.60	2,027.20
10.18	11.13	54-04	55-02	.....	.....	49-14	50-12	51-10	52-08	53-06	.....	814.40	1,037.00	2,074.00
10.41	11.39	54-05	55-03	.....	.....	49-15	50-13	51-11	52-09	53-07	.....	832.80	1,060.60	2,121.20
10.65	11.65	54-06	55-04	.....	.....	.....	50-14	51-12	52-10	53-08	.....	852.00	1,085.00	2,170.00
10.90	11.92	54-07	55-05	.....	.....	.....	50-15	51-13	52-11	53-09	.....	872.00	1,110.40	2,220.80
11.15	12.20	54-08	55-06	.....	.....	.....	.....	51-14	52-12	53-10	.....	892.00	1,136.00	2,272.00
11.41	12.48	54-09	55-07	.....	.....	.....	.....	51-15	52-13	53-11	.....	912.80	1,162.40	2,324.80
11.68	12.77	54-10	55-08	.....	.....	.....	.....	.....	52-14	53-12	.....	934.40	1,189.80	2,379.60
11.95	13.07	54-11	55-09	.....	.....	.....	.....	.....	52-15	53-13	.....	956.00	1,217.40	2,434.80
12.23	13.37	54-12	55-10	.....	.....	.....	.....	.....	.....	53-14	.....	978.40	1,245.80	2,491.60
12.52	13.69	54-13	55-11	.....	.....	.....	.....	.....	.....	53-15	.....	1,001.60	1,275.40	2,550.80
12.81	14.01	54-14	55-12	.....	.....	.....	.....	.....	.....	.....	.....	1,024.80	1,305.00	2,610.00
13.11	14.34	54-15	55-13	.....	.....	.....	.....	.....	.....	.....	.....	1,048.80	1,335.60	2,671.20
13.42	14.67	.....	55-14	.....	.....	.....	.....	.....	.....	.....	.....	1,073.60	1,367.00	2,734.00
13.73	15.02	.....	55-15	.....	.....	.....	.....	.....	.....	.....	.....	1,098.40	1,398.80	2,797.60

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER-PAID COMPENSATION SCHEDULE FOR TEACHING PARENTS BY MULTIPLYING THE E/EPR HOURLY RATE BY THE FACTOR OF .9143 TO GET THE EPR HOURLY RATE.

TEACHING PARENTS ARE ASSIGNED FIVE 24-HOUR SHIFTS A WEEK. 8 HOURS OF EACH SHIFT IS EXCLUDED AS SLEEP TIME. THE WEEKLY SALARY IS INTENDED TO COMPENSATE THE EMPLOYEE FOR ALL OF THE BASE 80 HOURS WORKED IN THE WEEK. IT IS DERIVED BY MULTIPLYING THE EPR HOURLY RATE BY 80.

HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID AT ONE-HALF OF THE E/EPR HOURLY RATE (SEE TEACHING PARENT E/EPR SCHEDULE FOR THE DEVELOPMENT OF THE WEEKLY SALARY WITH OT AND CALCULATION OF OT WHEN AN EMPLOYEE WORKS MORE OR LESS THAN 80 HOURS A WEEK).

WEEKLY SALARY WITH OT IS BASED ON 40 HOURS OVERTIME A WEEK. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR RATE BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE WEEKLY SALARY TO ARRIVE AT THE WEEKLY SALARY WITH OT.

ANY HOUR OVER 80 WORKED IN A WEEKLY PERIOD IS PAID AT TIME-AND-A-HALF THE EMPLOYEE/EMPLOYER HOURLY RATE.

*THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER-PAID RETIREMENT IS 18.75%.

ELECTED OFFICIALS ON
EMPLOYEE/EMPLOYER
PAID RETIREMENT
COMPENSATION SCHEDULE

**EFFECTIVE:
JULY, 1999

<u>TITLE CODE</u>	<u>TITLE DESCRIPTION</u>	<u>ANNUAL SALARY</u>	<u>BIWEEKLY SALARY</u>	<u>DAILY RATE</u>	<u>HOURLY RATE</u>
E1020	GOVERNOR	117,000	4,487.67	320.5479	56.0959
E1030	ATTORNEY GENERAL	110,000	4,219.18	301.3699	52.7398
E1040	SECRETARY OF STATE	80,000	3,068.49	219.1781	38.3561
E1050	CONTROLLER	80,000	3,068.49	219.1781	38.3561
E1060	TREASURER	80,000	3,068.49	219.1781	38.3561
E1070	LIEUTENANT GOVERNOR	50,000	1,917.81	136.9863	23.9726

THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/
EMPLOYER PAID RETIREMENT IS 9.75%.

**Effective first monthly retirement reporting period commencing on or after July 1, 1999.

PAY POLICY 09
CLASSIFIED 24-HOUR FIREFIGHTERS
ON POLICE-FIRE EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE DATE: 07/01/1999

<-- HOURLY RATES -->		<----- GRADE AND STEP ----->			<----- SALARY ----->	
BASE	O/T				BI-WEEKLY	ANNUAL *
8.01	12.87	28-01	.....	.....	897.12	23,325.12
8.18	13.14	28-02	.....	.....	916.16	23,820.16
8.34	13.41	28-03	.....	.....	934.08	24,286.08
8.52	13.69	28-04	.....	.....	954.24	24,810.24
8.69	13.97	28-05	.....	.....	973.28	25,305.28
8.88	14.27	28-06	.....	.....	994.56	25,858.56
9.07	14.57	28-07	31-01	.....	1,015.84	26,411.84
9.26	14.88	28-08	31-02	.....	1,037.12	26,965.12
9.45	15.18	28-09	31-03	.....	1,058.40	27,518.40
9.65	15.50	28-10	31-04	.....	1,080.80	28,100.80
9.85	15.84	28-11	31-05	33-01	1,103.20	28,683.20
10.07	16.18	28-12	31-06	33-02	1,127.84	29,323.84
10.28	16.52	28-13	31-07	33-03	1,151.36	29,935.36
10.50	16.88	28-14	31-08	33-04	1,176.00	30,576.00
10.73	17.24	28-15	31-09	33-05	1,201.76	31,245.76
10.96	17.62	.....	31-10	33-06	1,227.52	31,915.52
11.20	18.00	.....	31-11	33-07	1,254.40	32,614.40
11.44	18.39	.....	31-12	33-08	1,281.28	33,313.28
11.69	18.79	.....	31-13	33-09	1,309.28	34,041.28
11.94	19.20	.....	31-14	33-10	1,337.28	34,769.28
12.21	19.62	.....	31-15	33-11	1,367.52	35,555.52
12.48	20.05	.....	.....	33-12	1,397.76	36,341.76
12.75	20.50	.....	.....	33-13	1,428.00	37,128.00
13.04	20.96	.....	.....	33-14	1,460.48	37,972.48
13.33	21.43	.....	.....	33-15	1,492.96	38,816.96

PURSUANT TO SUBSECTION 4 OF NRS 284.180, 24-HOUR SHIFT FIREFIGHTERS ARE DEEMED TO WORK AN AVERAGE OF 56 HOURS PER WEEK AND 2,912 HOURS IN A YEAR. OVERTIME IS PAID FOR THE DIFFERENCE BETWEEN THE OVERTIME THRESHOLD OF 53 HOURS PER WEEK AND THE AVERAGE OF 56 HOURS PER WEEK.

PER THE AGREEMENT SIGNED BY THE FIREFIGHTERS, OVERTIME MUST BE PAID AT THE HIGHER HOURLY RATE FROM THE 80-HOUR E/EPR COMPENSATION SCHEDULE. SINCE THE BASE HOURS HAVE BEEN PAID, ONLY THE ADDITIONAL HALF-TIME OR 3 HOURS BIWEEKLY IS PAID AT THE HIGHER RATE OF PAY. ADDITIONAL OVERTIME BEYOND THE 56-HOUR AVERAGE PER WEEK IS PAID AT THE HIGHER OVERTIME HOURLY RATE OF PAY.

THE CONTRIBUTION RATE FOR MEMBERS OF THE POLICE/FIRE EMPLOYER-PAID RETIREMENT FUND IS 28.5% WHICH INCLUDES 1% FOR THE SPOUSE OPTION.

* ANNUAL SALARY FOR 26 PAY PERIODS.

CLASSIFIED 24-HOUR FIREFIGHTERS
ON POLICE-FIRE EMPLOYEE/EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE

<-- HOURLY RATES -->		<----- GRADE AND STEP ----->			<----- SALARY ----->	
BASE	O/T				BI-WEEKLY	ANNUAL *
9.20	12.87	28-01	.....	.....	1,030.40	26,790.40
9.39	13.14	28-02	.....	.....	1,051.68	27,343.68
9.58	13.41	28-03	.....	.....	1,072.96	27,896.96
9.78	13.69	28-04	.....	.....	1,095.36	28,479.36
9.98	13.97	28-05	.....	.....	1,117.76	29,061.76
10.19	14.27	28-06	.....	.....	1,141.28	29,673.28
10.41	14.57	28-07	31-01	.....	1,165.92	30,313.92
10.63	14.88	28-08	31-02	.....	1,190.56	30,954.56
10.85	15.18	28-09	31-03	.....	1,215.20	31,595.20
11.08	15.50	28-10	31-04	.....	1,240.96	32,264.96
11.31	15.84	28-11	31-05	33-01	1,266.72	32,934.72
11.56	16.18	28-12	31-06	33-02	1,294.72	33,662.72
11.80	16.52	28-13	31-07	33-03	1,321.60	34,361.60
12.06	16.88	28-14	31-08	33-04	1,350.72	35,118.72
12.32	17.24	28-15	31-09	33-05	1,379.84	35,875.84
12.59	17.62	.....	31-10	33-06	1,410.08	36,662.08
12.86	18.00	.....	31-11	33-07	1,440.32	37,448.32
13.13	18.39	.....	31-12	33-08	1,470.56	38,234.56
13.42	18.79	.....	31-13	33-09	1,503.04	39,079.04
13.71	19.20	.....	31-14	33-10	1,535.52	39,923.52
14.02	19.62	.....	31-15	33-11	1,570.24	40,826.24
14.33	20.05	.....	.....	33-12	1,604.96	41,728.96
14.64	20.50	.....	.....	33-13	1,639.68	42,631.68
14.97	20.96	.....	.....	33-14	1,676.64	43,592.64
15.31	21.43	.....	.....	33-15	1,714.72	44,582.72

PURSUANT TO SUBSECTION 4 OF NRS 284.180, 24-HOUR SHIFT FIREFIGHTERS ARE DEEMED TO WORK AN AVERAGE OF 56 HOURS PER WEEK AND 2,912 HOURS IN A YEAR. OVERTIME IS PAID FOR THE DIFFERENCE BETWEEN THE OVERTIME THRESHOLD OF 53 HOURS PER WEEK AND THE AVERAGE OF 56 HOURS PER WEEK.

PER THE AGREEMENT SIGNED BY THE FIREFIGHTERS, OVERTIME MUST BE PAID AT THE HIGHER HOURLY RATE FROM THE 80-HOUR E/EPR COMPENSATION SCHEDULE. SINCE THE BASE HOURS HAVE BEEN PAID, ONLY THE ADDITIONAL HALF-TIME OR 3 HOURS BIWEEKLY IS PAID AT THE HIGHER HOURLY RATE OF PAY. ADDITIONAL OVERTIME BEYOND THE 56-HOUR AVERAGE PER WEEK IS PAID AT THE HIGHER OVERTIME HOURLY RATE OF PAY.

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT POLICE/FIRE EMPLOYEE/EMPLOYER-PAID RETIREMENT IS 14.75%.

* ANNUAL SALARY FOR 26 PAY PERIODS.